

EXHIBIT A

COMPENSATION BY PROFESSIONAL
SEPTEMBER 1, 2019 THROUGH JANUARY 31, 2020

Professional	Practice	Position	Hourly Rate	Total Hours Billed	Total Compensation
Catherine Bermudez Adlawan	Rewards	Business Support Specialist	\$208.65	4.00	\$834.60
Marlene R. Crawford	Global Service Delivery	Analyst	\$294.25	0.75	\$220.69
Douglas J. Friske	T&R HQ Operations	Managing Director	\$1,150.25	12.50	\$14,378.13
			\$1,177.00	27.50	\$32,367.50
Mark J. Kazmierowski	Executive Compensation Practice	Senior Director	\$930.90	16.50	\$15,359.85
			\$952.30	32.00	\$30,473.60
Georgia Lashon Morris	H&B Large Market	Business Support Specialist	\$181.90	1.00	\$181.90
Darren Moskovitz	Executive Compensation Practice	Senior Director	\$1,043.25	4.00	\$4,173.00

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